BILL NO. S-94-07-07 (as amended)

SPECIAL ORDINANCE NO. S-62-93

AN ORDINANCE fixing the salaries of all members of the Police and Fire Departments of the City of Fort Wayne, Indiana for the year 1994.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned to all members of the Police and Fire Departments of the City of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided by the 1994 City Budget operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all members of the Police and Fire Departments of the City of Fort Wayne, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City

employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus or approved clothing allowance.

A. That the following fringe benefits are hereby approved for the year 1994 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- 25 year longevity bonus	$1,000/yr
- Hazardous Duty/Technical Pay	750/yr
- Educational Bonus (Associate Degree or higher - Fire Science Technology)	250/yr
- Clothing Allowance	$1,500/yr

B. That the following fringe benefits are hereby approved for the year 1994 for the employees in the Police Command:

POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Longevity Bonus (Per year for each year in Merit Rank)	$ 100/yr
- Educational Bonus	
- Associate's Degree	$ 450/yr
- Bachelor's Degree	900/yr
- Master's Degree	1,350/yr
- Clothing Allowance	$1,500/yr

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of salary surveys. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an appproved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all members of the Police and Fire Departments of the City of Fort Wayne salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City negotiated by the Director of City Personnel and approved by Common Council.

LABOR GRADE	TITLE
POLICE CIVILIANS	
14	Director, Victim's Asst.
13	Public Safety Records Supervisor
13	Executive Director Office of Citizen Complaint
12	Fleet Manager
12	Records Manager
11	Records Supervisor
11	Drug House Coordinator
11	Sr. Victim's Advocate

	11	Administrative Assistant
	10	Sr. Crime Analyst
	9	Records Bureau Technician
	9	Child Safety Educator
	9	Victim's Advocate
	8	Executive Secretary VIII
	8	Crime Analyst
POLICE COMMAND		
	17	Chief of Police
	16	Assistant Chief
	15	Deputy Chief
	13	Captain
FIRE CIVILIANS		
	13	Administrative Assistant
FIRE COMMAND		
	17	Fire Chief
	16	Deputy Chief
	15	Assistant Chief
	13	District Chief
	8	Executive Secretary VIII

SECTION 4. Police and Fire employees, as indicated herein, participate in Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 1994. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January 1994, all members of the Police and Fire Departments of the City of Fort Wayne will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 7. That civilian employees in the Police and Fire Departments subject to this Ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 8. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 9. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1992 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1994, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Council Member

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1994

LABOR GRADE	MINIMUM	MAXIMUM
1	$10,859	$16,407
2	12,218	18,458
3	13,574	20,510
4	14,934	22,564
5	16,289	24,613
6	17,648	26,663
7	19,005	28,715
8	20,362	30,765
9	21,683	32,817
10	23,077	34,868
11	24,434	36,918
12	25,792	39,584
13	27,151	41,023
14	28,506	43,068
15	29,865	45,120
16	32,938	49,764
17	36,641	55,375
18	40,670	61,445
19	45,186	68,271

Read the first time in full and on motion by _____, seconded by _____, and duly adopted, read the second time by title and referred to the Committee on _____ (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____, day of _____, 19_____, at _____ o'clock _____ M., E.S.T.

DATED: _____

SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Lunsey, ~~seconded by~~ _____, and duly adopted, placed on its passage. PASSED ~~[illegible]~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	7	1	1	
BRADBURY		✓		
EDMONDS			✓	
GiaQUINTA	✓			
HENRY	✓			
LONG	✓			
LUNSEY	✓			
RAVINE	✓			
SCHMIDT	✓			
TALARICO	✓			

DATED: 7-27-93

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (~~APPROPRIATION~~) (~~GENERAL~~) (SPECIAL) (~~ZONING~~) ORDINANCE ~~RESOLUTION~~ NO. S-62-93 on the 27th day of July, 1993

ATTEST:

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

(SEAL)

Mark E. GiaQuinta
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 28th day of July, 1993, at the hour of 11:30 o'clock A.M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 28th day of July, 1993, at the hour of 10:30 o'clock P.M., E.S.T.

PAUL HELMKE, MAYOR

As Amended

SUSPENSION OF RULES

BILL NO. S-93-07-07

COUNCILMEMBER Lunsey, MOVED TO SUSPEND THE RULES FOR THE PASSAGE OF BILL NO. S-93-07-07, AT THE COMMON COUNCIL MEETING OF THE CITY OF FORT WAYNE, INDIANA, HELD ON THE 27th, DAY OF July, 19 93, ~~SAID MOTION~~ WAS ~~SECONDED~~ BY ~~COUNCILMEMBER~~, AND DULY PASSED BY UNANIMOUS VOTE OF ALL LEGALLY ELECTED MEMBERS OF THE COMMON COUNCIL. THE ABOVE BILL NO. S-93-07-07 WAS THEN PLACED ON PASSAGE.

DATED: 7-27-93

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Mark C. GiaQuinta
PRESIDING OFFICER

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES				
BRADBURY		✓		
EDMONDS	✓			
GiaQUINTA	✓			
HENRY	✓			
LONG	✓			
LUNSEY	✓			
RAVINE	✓			
SCHMIDT	✓			
TALARICO	✓			

PASSED AND ADOPTED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA ON 7-27-93, BILL NO. S-93-07-07,

ATTEST (SEAL)

DATED: 7-23-93

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

THE CITY OF FORT WAYNE

Department of Human Resources
Room 380

Paul Helmke
Mayor

FORT WAYNE - A WORLD - CLASS COMMUNITY

24-HOUR JOBLINE (219) 427-1186
BENEFITS ADMINISTRATION (219) 427-1198
EEO/AFFIRMATIVE ACTION (219) 427-1180
LABOR RELATIONS (219) 427-1180
PAYROLL (219) 427-1292
PERSONNEL (219) 427-1180
TDD (219) 427-1180
FAX (219) 427-1393

M E M O R A N D U M

To: Members of the City of Ft. Wayne Common Council

From: Nelson Peters, Director of Human Resources

Subject: 1994 Public Safety Salary Ordinance

S-93-07-07 (as amended)

Date: July 16, 1993

****

On Tuesday, July 27, 1993, the 1994 Public Safety Ordinance will be presented to you for introduction. Because state law calls for its passage by August 2, 1993, I respectfully request that you suspend the rules to make this possible.

The 1994 Public Safety Ordinance includes an increase in the salary grid of 3% at the minimum and 8.5% at the maximum. Although specific salary increases have not been projected at this time, the spread between minimum and maximum will give us room to anticipate salaries once union increases for 1994 are finalized.

Areas of note in the Police Department include the addition of a Longevity Bonus at $100 per year for each year in Merit Rank. This will allow command personnel to keep pace with the FOP. Also included are eight positions which did not appear in the ordinance last year. Executive Director/Office of Citizen Complaint' Fleet Manager, Records Manager, Records Supervisor, and Drug House Coordinator are positions approved earlier this year by the Council. Citizen Complaint Intake Officer, Executive Secretary VI, and Secretary/Payroll Clerk are positions which are being requested for the coming year.

The Fire Department has indicated a change in clothing allowance from $1000 per year to $1500 a year. The only other change in the department includes the addition to the 1994 ordinance of an Administrative Assistant, Labor Grade 13, approved by you earlier this year.

I thank you for your consideration of this matter. Should you have any questions regarding this ordinance, please don't hesitate to call.

DIGEST SHEET

TITLE OF ORDINANCE SPECIAL ORDINANCE

DEPARTMENT REQUESTING ORDINANCE PERSONNEL

SYNOPSIS OF ORDINANCE SALARY RANGE INCREASES OF 3% MINIMUM AND 8.5% AT THE MAXIMUM.

POLICE DEPARTMENT: $100 PER YEAR LONGEVITY BONUS FOR EACH YEAR IN THE MERIT BANK; ADDITION OF 8 NEW POSITIONS.

FIRE DEPARTMENT: INCREASE IN CLOTHING ALLOWANCE TO $1500/YEAR; ADDITION OF ADMINISTRATIVE ASSISTANT.

EFFECT OF PASSAGE PUBLIC SAFETY ORDINANCE IS APPROVED.

EFFECT OF NON-PASSAGE PUBLIC SAFETY ORDINANCE IS NOT APPROVED.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS)

ASSIGNED TO COMMITTEE (PRESIDENT)